

## Justification for Title 38

(Selectee not working for the federal government)

### **Nature of action proposed:**

- What type of action is being proposed? (new appointment promotion, reassignment, market pay adjustment, etc.)

### **Briefly describe the position:**

- Describe the position.
- What is the positions criticality to the IHS mission?

### **Physician Information:**

- What makes the physician qualified for market pay?
- How many years of experience do they have?
- Additional experience?
- Extra education?

### **Rationale for market pay:**

- Give reasons for market pay. (compensation survey, salary history, turnover rates, etc.)

### **Recruitment, Relocation, Retention Incentive:**

- Does the request include any of the 3 R's?
- If yes, include justification from 3 R's checklist.

### **Signatures:**

- Is the supervisor's signature provided?
- Are other internally mandated signatures provided?